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CONVOY DISPATCH



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1998 # 169

Tom Leedham Rank & File Power Slate Nominated

The entire Tom Leedham 'Rank & File Power' Slate has been nominated to take on Junior Hoffa's old guard slate in the rerun election for top International union officers.

On June 29, Teamster Election Officer Michael Cherkasky announced that all Tom Leedham reform candidates (who were not already nominated) received enough mail ballot votes from delegates to the 1996 convention to be nominated. Rerun election ballots are scheduled to go out Sept. 14 and be counted beginning Oct. 14.

Leedham is secretary-treasurer of Oregon Local 206 and director of the 400,000-member Warehouse Division. He was a

rank and file warehouse worker before being elected head of his local and then an International Vice President.

TDU endorsed Tom Leedham after Ken Hall, director of the International union's Parcel and Small Package Division stepped out of the race because of a medical problem.

"Tom Leedham stands for the same things we do," said TDU Co-Chair and International Vice President Diana Kilmury. "He's always been a fighter for rank and file power."

Leedham is committed to achieving many of TDU's long-time goals, including fighting for stronger contracts,

greatly expanded organizing, more reform in our union, and grassroots political action that puts the heat on both major political parties.

"He's got the fire and commitment it takes to win," said Al Adams, a freight driver in Cleveland Local 407. Leedham is campaigning at work sites and union halls from coast to coast, with members coordinating his field campaign. A campaign office has been set up in Washington, D.C. (see box).

The Tom Leedham 'Rank & File Power' Slate is made up of current International Vice Presidents, as well as many new reform leaders. See page 8 for

information on slate members.

The nominations give Teamster members a clear choice about the future of our union — Junior Hoffa and more power and perks for top officials, or Tom Leedham and rank and file power.

Since TDU, rank and file activists, and reform officers are going all-out to elect the Leedham reform slate, and the majority of union officials are backing Hoffa, independent candidates and national candidates on the John Metz/Tom Sever 'Waste Your Vote' Slate have virtually no chance of being elected.

JOIN TDU

"The union has a tendency to forget that we have workplaces where women are the majority. We have a lot of strength if we join together, especially in smaller shops like ours. We have 170 people who make truck mirrors and we have a contract coming up. I've been surveying the members, trying to get them involved. That's why I joined TDU. I don't think I would get that from Hoffa."

Sue Levinson, steward
Local 200, Vel Vac, Milwaukee



TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Tom Leedham Rank & File Power Campaign

P.O. Box 15877

Wash., D.C. 20003-0877

Phone: (202) 547-5810

Fax: (202) 544-3388

MORE ON IBT ELECTION

See pages 6-8.

- Judge Increases Hoffa Fine By \$150,000
- All Nominated Candidates
- Order Leedham Materials

We're Uniting to Win



"To win this fight against Northwest Airlines, we need a leadership at the top that will continue reforms to bring the union back to the members. I want a union leadership that reflects the membership. And keeping the union in the hands of the members is essential to win any battle ahead of us," said Billie Davenport, president of Northwest flight attendants Local 2000.

Over 100 participants at the Teamsters Women's Conference rallied at the Cleveland Airport on June 13, making the top story on local news. (Photo: Ashley McNeely, Local 2000 Base Rep, Honolulu; Diana Kilmury, IBT Vice President; and Billie Davenport.) See related story, page 5.

Organizing Seattle Owner-Operators

Michael Laslett
Director of Organizing, Local 174
Seattle

Over 250 owner-operators, drivers, Teamsters, Longshore workers and other supporters attended a Founding Meeting of Seattle Local 174's Teamster/owner-operator organizing campaign on Sunday, May 31. The meeting was held at the ILWU #19 Union Hall as a symbol of support by longshore workers for the Teamster organizing drive.

Speakers talked about how bad conditions are for owner-operators on the waterfront, and how organizing a union can help. Among the key speakers were ILWU International President Brian McWilliams, IBT Local 174 Secretary-Treasurer Bob Hasegawa and many owner-operators and drivers.

Ever since deregulation, Teamsters and owner-operators have been at each others throats. In the 1980s competition from owner-operators cost Teamsters thousands of jobs as shippers sought to cut rates and weaken the union.

But in recent years, the standard of living for most owner-operators has dropped so low that they have started organizing among themselves. Reasons for organizing include:

- Rates for hauling containers keep dropping, but the costs for owner-operators keep rising.
- No money to maintain their trucks.
- High insurance rates.
- No health insurance or retirement.
- Rail-on-dock is eliminating jobs.
- After expenses, owner-operators barely make minimum wage!

In 1993, a nationally organized owner-operator "Shut Down" brought Puget Sound owner-operators together. Local 174 organizers and members met them while showing support on the picket line. The "Shut Down" succeeded in slowing freight in the Port of Seattle, but no organization was built. Local 174 stayed in contact with the owner-operators they met in 1993.

Now, Teamsters and owner-operators have no choice but to join forces. While conditions for owner-operators are bad, the future for waterfront Teamsters in Seattle and Tacoma is no better. In the past 15 years most Teamster carriers have been driven off the waterfront. Teamster wages and benefits have been held down because of nonunion competition, and thousands of Puget Sound Teamsters have lost their jobs

as companies shrank or declared bankruptcy.

The only way to win improved rates for owner-operators and protect Teamster jobs is to put everyone on an even playing field. That means getting all waterfront companies under a Master Agreement with common wages and benefits so that no one gets a competitive advantage. Trucking companies should compete with each other based on efficiency and customer satisfaction, not on how little they can pay their drivers.

Overnite Workers Shut Down Atlanta Terminal

How do you get Overnite to pay attention? Ask Atlanta Overnite workers.

On Monday morning, June 22, Overnite Teamsters struck the Atlanta hub. The *Journal of Commerce* reported that 250 of 255 workers at the terminal—the company's sixth largest—were on strike.

Atlanta's Overnite workers voted for Teamster representation in 1995 but, due to the company's foot dragging, weren't certified until 1997.

The issues that prompted the strike included Teamster demands for written guarantees of a safe workplace, elimination of subcontracting and reinstatement of 23 eliminated road runs, overtime pay with no opt-out provision, protection of the company pension in the event of a sale or merger, reinstatement of scheduled start times for all employees, and an end to harassment of union supporters.

Solidarity held strong throughout the long, hot day as representatives from the Georgia teachers union, Concerned Black Clergy, the Atlanta labor council and else-

Teamster Members Key to Success

On the waterfront, there is constant contact between Teamsters and owner-operators. In many areas that contact has been hostile, but now that's changing. Hundreds of owner-operators are now standing up and declaring their support for the union. In return, Teamsters must reach out to owner-operators.

By linking waterfront organizing with contract negotiations in 1998 and 1999 Local 174 plans to maximize rank and file participation in the campaign.

where expressed their support for the Overnite Teamsters' fight for a contract. Local 728 kept spirits up with food, water, coffee and solidarity as UPSers and drivers from other local companies respected the picket line.

As one of the line crossers pulled out of the gate his co-workers shouted, "We're doing this for you." Twenty minutes later that 30-year road driver pulled back into the terminal, parked his truck, joined the picket line and asked to sign a union card. He reportedly told people that he thought about what people said and that after working with these guys for 30 years he couldn't turn his back on them now.

That kind of solidarity was too much for management to handle. By 8p.m. Atlanta Overnite workers temporarily suspended the strike when management agreed to sit down and address the issues at hand. As *Convoy Dispatch* went to press, talks were continuing.

The strike comes at a critical time, when Overnite's parent company, Union Pacific, is looking to sell the company. Already 45 percent of Overnite's 8,200 drivers and dock workers have won Teamster representation at 44 terminals, including five of the seven largest.

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at: tdudetroit@igc.org or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Fort Worth, Texas, Local 767
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41
Organizer:
Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Patricia Franks, Allentown, Pa., Local 773

Members:

Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:

Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Sheibley, Brockton, Mass., Local 653

Battle in Pa.

Freight Teamsters Fight for Right to Reject Concessions!

On June 12 the Teamster National Freight Industry Negotiating Committee (TNFINC) decided to overrule the vote of 6,000 freight Teamsters in Central Pennsylvania and impose concessions on them. Teamster members are not going to take it lying down. We're going to fight for our right to vote and to reject concessions.

As Convoy goes to press, TDU members are preparing to go to court, if necessary, to get an injunction to stop this denial of rights. The leadership is considering whether to back down and reinstate the right to reject concessions by vote. If the Central Pa. members lose their right to vote on their own contract supplement, the same thing could happen to all of us.

The Central Pennsylvania Supplement to the NMFA was rejected by a whopping 72 percent margin, for the second time, because of concessions in it. In particular, it contains a change to require Teamsters to work both the day before and the day after a holiday, or lose the holiday pay. Previously, and for as long as anybody can remember, an employee only had to work anytime in the 30-day period prior to the holiday to be paid.

"We rejected it," said Tom O'Keefe, a member of Harrisburg Local 776. "We don't want concessions. This could have been settled long ago if the negotiators had told the employers: no concessions, and we're willing to fight."

Protests against the theft of the right to vote on contract supplements have poured into the TNFINC. Most, if not all, of the eight affected locals have sent letters, as has John Morris, president of the Pennsylvania Conference of

Teamsters.

Meanwhile, hundreds of rank and file members have sent letters and e-mail and made calls of protest to the freight division. Petitions are being circulated at several of the big breakbulks.

Hoffa Officials Abuse Freight Members Rights

Last year, Freight Director Richard Nelson appointed the TNFINC committee with about equal representation from the Carey and Hoffa camps. He sought to "keep politics out of the negotiations." Despite the urging of TDU, no rank and file freight Teamsters were appointed to the committee.

But now some of the so-called Carey supporters on the committee are openly with Hoffa. The freight committee is now controlled by Phil Young, a Hoffa vice president.

It was under Young (and Hoffa's) leadership that the committee on June 12 voted to steal the members right to vote! After the 6,000 Teamsters in Central Pennsylvania rejected their supplement, the committee put it—with concessions—into effect anyway. Any freight Teamster thinking of voting for Hoffa should consider that fact: you will be voting for people who want to strip your right to vote on

your own contract.

We are going to court, if necessary, to make sure this policy is reversed and to protect our right to vote!

In 1991 TDU and other reformers fought for and won the right to a separate vote on regional supplements to master contracts. Without it, they can impose concessions in working conditions on us — with no way to say no.

Parcel Director Ken Hall faced a similar situation after the UPS strike. The Louisville Air Rider and the Central Pennsylvania Supplement were rejected. Hall jumped in and helped negotiate better agreements, and they were ratified.

Which direction do we want our Freight Division to go? Do we want to give more power to top officials to make deals, like giving away holiday pay? Or to build rank and file power. The choice is clear. And Hoffa and his people have just failed the test on this very issue.

Central States Pension Increases

While the National Master Freight Agreement is not fully ratified and in effect at this time, all supplements covered by the Central States, Southeast and Southwest Areas Pension Fund are apparently settled. With this in mind the Fund Trustees finally issued a letter stating that qualified participants may retire now and receive their Class 17b benefits until such time as the contract is completely settled. Then they will get their Class 18 benefits and be paid retroactively (made whole) for the difference.

The new Class 18 benefits will pro-

vide \$3,000 a month after 30 years, \$2500 a month (at age 57) after 25 years and \$2000 a month after 25 years at any age.

Guaranteeing the right to retire immediately with retroactive benefits before final ratification follows a precedent set in last year's UPS victory. Many rank and file freight Teamsters from throughout the midwest and the south wrote and called the Fund demanding the same rights as won by their UPS brothers and sisters. And Cleveland TDU organized and coordinated a massive petition drive in support of retroactivity.

J.C. 7 Airborne Teamsters Demand Right To Vote

Bob Blanchet
Local 287, Airborne Express
San Francisco

A majority of the 600 rank and file Airborne Express Teamsters in Northern California's Joint Council 7 have signed petitions demanding the right to vote on our air freight addendum. In the past we have been denied this right. Petitions were signed by members of locals 70, 85, 287, 624, 856 and 912.

The petitioners also asked that 10 contract goals be achieved by the IBT negotiating committee. These goals include:

- Rank and filers on the negotiating committee.
- All ramp work done by Teamsters.
- All short line work to be done by Teamsters.
- Bid routes.
- Compensation for use of pick-up and delivery scanners.
- Wage increase.

The contract supplement that Airborne Teamsters now work under has little or no relevance to our working conditions. That's because the supplement is

based on the job requirements of the general freight industry.

The J.C. 7 Airborne Express Teamsters want and need the right to vote on their contract supplement, expected to be negotiated in late July or August.

The number of nonunion employees at Airborne Express is growing faster than the number of unionized employees. This is due to nonunion workers doing the short-line work and a drastic increase in nonunion drivers and sort centers being built out of J.C. 7 jurisdiction.

Many Airborne Teamsters say that a main problem with contract enforcement is that most officials who negotiate our contract and are responsible for its enforcement have never worked air freight and do not understand air freight working conditions and time constraints. Some air freight workers want the IBT to establish a committee of officers and rank and filers to investigate adding an air freight addendum to the NMFA. The main purpose of the addendum would be to protect and grow union jobs as Airborne expands its operations.

Preston Teamsters Ratify Pact by 82%

Preston's 4,000 Teamsters were in a bind. With Yellow Freight all set to spin-off the company, Preston's Teamsters faced the prospect of either allowing the company to go under or accepting a deal that could potentially weaken the National Master Freight Agreement.

They should never have been put in that position.

Preston Teamsters are working below the top NMFA rate due to an Article 6.2 deal, with a nine percent wage reduction. Everyone knew that the management team would demand another wage reduction deal. But the accepted way of doing this would be for the company to sign on to the freight agreement and then seek wage reductions under Article 6.2, which would require a 75 percent approval to make the concessions.

Instead, Preston's new management-in-waiting claimed that the banks would only grant the necessary loan if they had the wage deal ratified by the end of June. This, they insisted, would require a contract "addendum," with the necessary reductions, now.

Preston offered their current rate plus

a \$750 first year bonus; \$.35 in the second year; \$.35 in the third year; \$.40 in the fourth year and \$.45 in the final year of the contract. The fourth and fifth year raises are five cents and ten cents respectively over what Teamsters who get top rate will receive. This, absent some future demand by Preston management for a wage reopener, would slightly close the gap between Preston and other freight Teamsters.

Preston Teamsters understandably voted by a wide margin to accept the proposal. The problem with this deal is its future impact on the NMFA. Several other carriers were waiting to see if Preston would break out of the master contract. We have a long history of seeing tiny cracks be widened by employers.

The Teamster National Master-Freight Committee is now controlled by Hoffa forces, led by Phil Young. These old guard characters were not concerned about solving the problem at Preston without setting up a separate contract. And they sure as hell cannot be trusted with protecting and expanding the union in freight in the future.

The Fight for Full-Time Jobs

What Will it Take to Win?

Teamster members won one of the biggest labor victories in decades with our strike last year against UPS. But our fight to make the giant company make good on its agreement to create more full-time jobs has just begun.

We won a contract that guarantees 2,000 new full-time job opportunities in each year of the contract by combining existing part-time jobs. The deadline for 1998 is July 31.

But if you haven't seen any full-time jobs where you work, you're not alone. UPS is ignoring the contract nationwide, hoping that we won't put up a fight.

Unfortunately, too few local unions are actively fighting to make the company create full-time jobs in their areas. Many local leaders are playing politics—and playing right into the company's hands.

While the International union has produced the *Stewards Guide to Enforcing the National Agreement* and other materials to help local unions and members make the case for full-time jobs, it hasn't geared up the kind of national campaign it will take to make UPS deliver.

What will it take to enforce our contract?

1. We must make the case for full-time jobs in our hubs and centers. (See "Tools

to Help You Fight," below.) This includes educating our coworkers about our contract language, investigating to find part-time shifts that could be combined to create full-time jobs, and filing grievances when management doesn't create them. The last two issues of *Convoy Dispatch* have featured information on how to fight for full-time jobs on the shop floor.

2. Reform leaders and active members in locals with old guard leadership can build unity for action on the local level. For example, sticker days, rallies, petition drives or other activities can put pressure on UPS to provide the jobs they committed to in our contract.

3. In the International union election this fall, UPS Teamsters will have the chance to elect a General President who is willing to take on UPS *again*, using the same kind of campaign it took to win our contract last year. The only candidate who will do that is Tom Leedham.

M.I.A.: Junior Hoffa

While rank and file members worked their hearts out to win our contract, several of Tom Leedham's

running mates on the "Rank & File Power" Slate were leading our fight.

Dave Eckstein, Director of Field Services, coordinated our contract

tour the country attending fundraisers for his campaign for Teamster president, but he hasn't done anything to help UPS Teamsters fight to enforce our contract.

"Involving members, going public with our issues, and taking action that puts heat on management is how we won the UPS contract last year. That's exactly the kind of campaign we need to enforce our contract."

"I'm getting members involved in the fight for full-time jobs in my local. But to really make UPS deliver, we need a strong national campaign."

"When Tom Leedham is elected General President, winning full-time jobs at UPS will be our top priority."

— Local 705 President John McCormick, candidate for Secretary-Treasurer on the Tom Leedham "Rank & File Power" Slate

campaign.

Mike McGowan, a UPS feeder driver who served as a multi-state coordinator for the campaign, helped inform and involve members and plan actions.

John McCormick, President of Local 705, and Bob Hasegawa, Secretary-Treasurer of Local 174, both members of the national negotiating committee, held the company's feet to the fire at the bargaining table.

But where was Hoffa? The same place he is now: missing in action.

Junior Hoffa has plenty of time to

And that's just what Junior Hoffa will do if he's elected General President of our union—nothing.

Why would he fight UPS if management is distributing campaign material for him? The Election Officer caught UPS doing just that.

Why would he fight UPS if the company's lobbyist is donating money to his campaign? That's what the Election Officer uncovered in his investigation of Hoffa.

Teamster members at UPS need stronger leadership in our union—not invisible "leaders" like Junior Hoffa.

UPS and Downs

Executive Salaries Up.

UPS executive salaries for 1997, the year they took on the Teamsters and lost, continued to rise. The top five executives salaries are listed below for 1997.

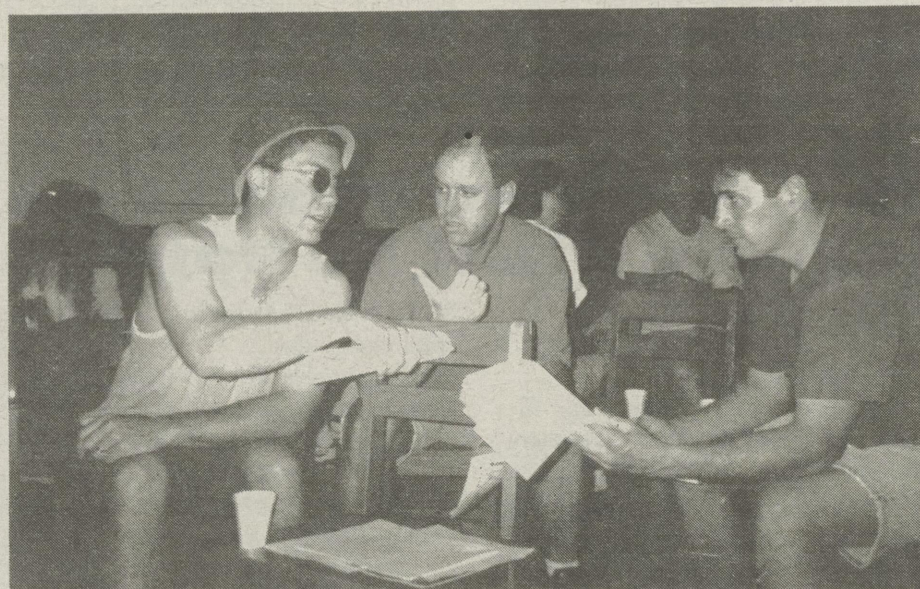
	Salary 97	Salary 96	Bonus 97	Stock Owned
James Kelly CEO	\$717,500	\$575,500	\$169,647	\$25.5 million
John W. Alden Vice Chairman	\$550,500	\$470,000	\$134,726	\$24.2 million
Calvin E. Tyler Sr. Vice President	\$450,500	\$417,00	\$119,880	\$25.7 million
Charles L. Schaffer Chief Oper. Officer	\$427,500	\$417,000	\$113,400	\$1.1 million
Joseph R. Moderow Sec. and Legal Affairs	\$ 417,000	\$392,000	\$110,160	\$26.5 million

Volume Loss?

Despite a rise in UPS profits in the first quarter of 1998, management claims volume loss. UPS earned \$351.6 million on revenue of \$5.86 billion in the first quarter. The company claims that volume has dropped by four percent. Apparently this is to try to avoid creating the 2,000 new full-time jobs required by our contract this year. But to lose something is not the same as giving it away: any volume loss was caused by the remote areas delivery policy.

Boycott Double Shifts.

A group of part-timers in the Seattle hub were fed up with UPS continuing to deny that full-time jobs were possible in their building while many part-timers are asked to double shift regularly. The members circulated a petition asking coworkers to boycott double shifting one day to show management the need for full-time positions. Full-time package drivers agreed not to come in early to support the part-timers' boycott. It was effective in showing management that the members are still ready to fight for full-time jobs. A grievance is already in to create 32 full-time jobs in this building. Seattle Local 174 is pushing hard to force UPS to create jobs in their area.



Teamster members of Local 90 discussed tactics for winning full-time jobs, safely handling over 70 pound packages, and combating management harassment at a UPS Contract Enforcement Workshop in Des Moines, Iowa.

Get the Tools to Help You Fight

The *A Stewards Guide to Enforcing the National Agreement* has been mailed by the International Union to every steward. Additional copies are available for \$2 each from the Parcel and Small Package Division, 25 Louisiana Avenue, NW, Washington, D.C. 20001.

Weekly hours charts, simple grievance forms, and stickers with the slogan "Respect Our Contract: Create 10,000 Full-Time Jobs, have been produced by the International union and

made available to Teamster locals. For more information about materials that can help you wage a full-time jobs campaign in your area, contact the International Union Field Services Department, (202) 624-6900.

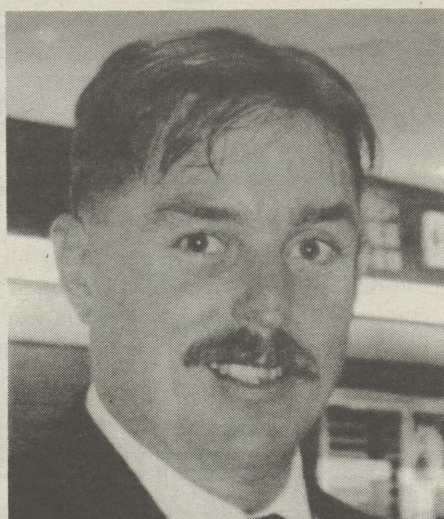
TDU's education arm, TRF, has provided workshops in several areas to train Teamster members on tactics for enforcing the UPS contract and fighting for full-time jobs. For more information, call (313) 842-2615.

Northwest Flight Attendants Say: 'Share the Billions'

Some people think a flight attendant's job is glamorous and high-paying. The company uniforms may look smart, but at a starting salary of \$14,000 and work conditions unfriendly to family life, flight attendants at Northwest have plenty to complain about. The flight attendant's reality is far worse than the image.

After putting up with corporate greed and years of bad union leadership, the 11,000 Teamster flight attendants at Northwest Airlines elected reform leaders into office with a 65 percent voter turnout. They are now gearing up to fight for a good contract with a UPS-style contract campaign. Their goal is to put the heat on the company by building internal solidarity and involving the public. Teamsters should be on the lookout for upcoming activities in support of the flight attendants.

Most people don't realize that while passengers are being seated and having their bags stowed, the pay clock has not started ticking yet for flight attendants. In fact, flight attendants are only paid from the time the plane door shuts for the craft to pull away, until the door opens at the destination. All the smiling goodbyes and help off-board are free too. That's a lot of subsidizing for a company whose profits shot up 325 percent between 1993 and 1997.



Ken Lowstetter

"Retirement is not an option, it's a necessity. We must be united now with everyone in this struggle."

In 1993, financial mismanagement by Northwest Airlines forced its workers to take wage cuts to save the airline from bankruptcy. The workers took a 15 percent pay cut in the amount of \$850 million over three years. Profits went from \$272 million in 1993 to \$1.15 billion in 1997. One top executive alone got paid \$2.3 million, while flight attendants have not had a raise in 10 years. Now, the workers in Northwest's six unions have been seeking some fairness. Teamster flight attendants are the second largest union next to the 13,000 Machinists. The 6,000 pilots are represented by the Air Line Pilots Association.

The Issues

In a union contract survey, flight attendants identified their key issues as better retirement benefits, compensation, and scheduling. They're calling them the three "R"s: raises, routes, and retirement. The union is demanding hundreds of improvements to the contract overall in its proposal.

Job security is becoming a major concern of Northwest's flight attendants. Management is eliminating good jobs that are supposed to be protected under "scope" language in the contract. The union is looking to tighten language to keep the company from subcontracting international flight jobs. More and more, Northwest is staffing international flights with one domestic flight attendant, and the rest of the crew with workers from other countries, some of whom are paid lower wages. Jobs are also being eliminated by the shedding of routes to foreign bases and downsizing of U.S. bases. One contract demand is for at least 50 percent domestic crews on flights.

While the flight attendants have been negotiating for two years, the Machinists union members have reached a

tentative settlement, and the pilots are fending off a decision that would force them into binding arbitration. All the unions involved are governed under the Railway Labor Act (RLA). The RLA requires federal oversight and allows for intervention, making it more difficult to strike. For flight attendants, the key economic issues have not even been discussed at the bargaining table, and there is no indication that the company will pick up speed in negotiations.

Union Solidarity

In recent months, the unions showed solidarity in their fight by coming together for joint picketing at Northwest bases in cities across the country. The machinists gained more leverage by working-to-rule, which caused mass slow downs and the grounding of flights. Now, the flight attendants are gearing up to put pressure on the company by showing they are united. Teamsters Local 2000 Secretary-Treasurer Danny Campbell, who took office along with the reform slate in January, says, "We are launching a very aggressive, rank and file-based contract campaign. It's something the local has never seen before. We have a lot of issues to fight for in this contract, and the only way we're going to win is by having one, big voice."

Here Comes the CAT

Friday, June 26 is a system-wide "sticker day," the first action organized by the flight attendants as part of their newly started contract campaign. On this day, Northwest flight attendants in planes and at the 10 bases across the country will be wearing stickers that say: "CAT ... It's out of the bag!" CAT, the Contract Action Team, is the new member-to-member network set up to build involvement and take action to win a better contract.

In the CAT's first contract bulletin, a message from local president Billie Davenport and CAT coordinator Anne Toombs says: "It's clear that the only way we can win a good contract is by involving every flight attendant in a campaign to make management treat us with respect and negotiate a fair contract."

The local has set up educational trainings, involving TRF instructors (TRF is TDU's educational affiliate), that will be held in all Northwest base cities to further educate members and increase their involvement in the network. Like at UPS, the best strategy to win a good contract is to go on the offensive, to take our issues and campaign around them, rather than wait for the company to call the shots.

Future CAT activities may call for a Teamster Solidarity Day, where we



Nance Larson

"It's been too long. It only took them 20 days to take money away from us, but it has taken 22 months trying to get it back, and there's no end in sight. I'm concerned about the treatment of the passengers. The company is willing to sacrifice service to passengers and create more hostile working conditions. They're not talking about the important issues at the bargaining table. It's clear that greed comes before customers at Northwest. We have to be united in this fight. They're staring us down and we have to show them we can do more than stare back."

would show Northwest we are not going to look aside while our sisters and brothers are taking the company on. We'll be there in the fight too, because this fight is part of all of our fight to win good jobs for our families.



Leslie York

"I've been on the job for two years and my biggest pay check was \$900 for the month, before deductions. I love this job, but I shouldn't have to work two other part-time jobs just to keep it. It's not fair that the company wants people with college degrees and wants them to be bilingual, but isn't willing to pay us what we're worth, not even something we can live on."



Kelly Donovan

"The company doesn't look at our job as something that people retire from. It's no longer a job that women leave when they're 30 years old, and then rely on our husbands' income. It's a professional job and we need it to pay like one. There are single mothers who work this job who don't have someone else's income to fall back on. We're fighting to make these jobs decent. All of us need to be supportive of our representatives and other union members in this struggle. It has not been easy and our new leadership and the members coming forward to participate in the contract campaign are doing a good job. We all need to be involved."

Judge Raises Fine Against Hoffa By \$150,000

Junior Hoffa must repay an additional \$150,908 in illegal employer contributions to his campaign, according to a ruling on June 23 by U.S. District Judge David Edelstein, who called Hoffa's election violations "worrisome and suspect."

Election Officer Michael Cherkasky found that Hoffa accepted at least \$167,675 in illegal employer contributions by accepting in-kind services from Rich Leebove, an employer who was one of Hoffa's key campaign aides. For three years, Leebove worked almost constantly for Hoffa, yet he billed the campaign less than \$18,000 for his services.

Hoffa's Front Man

Congressman Hoekstra To Delay Teamster Vote?

Congressman Peter Hoekstra (R-Mich.), Hoffa's best friend in Congress, could delay the Teamster election set for this fall by refusing to provide funding. Hoekstra, one of the most anti-union politicians in Congress, is interfering with our Right to Vote.

The federal appeals court ruled in March that the government must pay the estimated \$8 million that the Election Office will spend. But Hoekstra and House Speaker Newt Gingrich have refused to heed the court. They pushed through a law last year, backed by the Hoffa camp, to try to force our union to pay for the election, although the government is obligated to pay.

The ballots are scheduled to go out on Sept. 14. It is possible that the date will be pushed back if the Election Office,

The Election Officer's investigation also revealed that Hoffa altered an official campaign contribution and expense report to conceal a \$1,000 contribution to his campaign from former IBT General President William McCarthy, who had alleged ties to the Mob. In addition, Hoffa laundered payments to a convicted felon who worked on his campaign.

"Hoffa's actions were a deliberate attempt to mislead IBT members as to the source of his financial support, and his employment of a felon on his campaign staff," the Judge wrote in his

ruling on an appeal of the Hoffa decision.

"The mere fact that the dollar amount of the McCarthy check was relatively small in comparison to the total amount of donations received by the Hoffa Campaign does not make Hoffa's actions less reprehensible. Similarly, the fact that Hoffa's employment of a felon was not in itself illegal, does not in any way minimize his intent to deceive."

Despite stiffening the fine against Hoffa, Judge Edelstein deferred to the Election Officer's broad discretion and let Cherkasky's decision allowing Hoffa to run in the rerun election stand.

"Teamster members deserve better than a candidate for president who misused hundreds of thousands of dollars in the last campaign and is hanging in this election by the skin of his teeth," said Tom Leedham, who is running against Hoffa for Teamsters General President.

New Candidates Nominated

The Tom Leedham 'Rank and File Hoffa Slate VPs elected in the Central Power' Slate candidates nominated in the Region in 1996, was nominated to run for supplemental balloting include: Tom General President, apparently as a back-up candidate in the unlikely event that Hoffa is disqualified. Bob Lennox was nominated to run for Western Region VP as a back-up candidate for Jim Santangelo, who is facing charges by the Independent Review Board.

New candidates nominated who may be running on the John Metz/Tom Sever 'Waste Your Vote' slate include: John Metz, GP; At Large VP: Bill Bounds, Ernie Canelli, John Green and Sergio Lopez; Eastern VP: Joe Padellaro and Pat DeFelice; Western VP: Raul Lopez, Bill Diltz and Mark Schumar; and International Trustee: Mel Kahele, Lanita Miller and Maria Perez.

Also nominated were Don Scott and W.C. Smith, both for Southern Region Vice President. Candidates have until July 13 to withdraw from the race.

Tom Leedham "Rank & File Power" Slate Materials



Item	Price	Quantity	Total
Buttons:	\$1 each (min. order: 20)	_____	_____
Stickers:	\$.20 each (min. order: 50)	_____	_____
Bumper Stickers:	\$.50 each (min. order: 20)	_____	_____

For prices on large quantities, call the campaign office at (202) 547-5810.

Only current Teamsters may contribute to the campaign. Include local union and social security number, along with full address, with order.

Send this form, along with a check or money order to:

Tom Leedham Rank & File Power Campaign
P.O. Box 15877, Washington, DC 20003-0877



Hoffa's Bake Sale

In recent weeks, Junior Hoffa has "sold" pieces of our union to old guard officials looking for another salary:

Ken Wood: Joined Hoffa slate after promised \$90,000 salary as Parcel Division head.

Carroll Haynes: Endorsed Hoffa after promised \$90,000 extra salary as Public Employees head. Total salary will reach \$300,000.

Richard Leebove: After Leebove was disqualified from the election, Hoffa admitted he promised him a fat-cat salary in exchange for illegal employer contributions.

These are just the ones out in public. What other pieces of our union has Hoffa sold off?

Teamster Members Speak Out

What's at Stake in this Election

Only One Choice for Reform



"Tom Leedham believes in rank-and-file power — the kind of power that can help us win good contracts, fight for better laws for working people, and make our union stronger. Junior Hoffa wants more power for top officials.

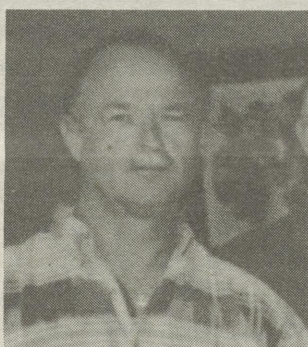
"Tom Leedham has the support of TDU. Well-known, long-time reformers are running on his slate along with rank and file members. Teamster activists are out campaigning for him.

"We have one real alternative to Junior Hoffa's old guard slate in this election — the Tom Leedham 'Rank & File Power' slate. Anything else is just a waste-your-vote slate."

—Patricia Franks, Local 773, UPS, Allentown, Pa.

Freight Teamsters Lose if Hoffa Wins

"With reform leadership, we've made big advances in organizing, finally making breakthroughs at Overnite and other carriers. These wins are no accident. They've come about because we had aggressive leadership at the top of our union who involved rank-and-file members in organizing.



"Under Hoffa Junior and his pals, we'll return to the kind of leadership that helped get freight Teamsters in the mess we're in today. The Leedham slate is committed to continuing the reforms in our union — and to building clout through member-to-member organizing. That's why they have my support."

—Gary Shrader, Local 171, ABF, Roanoke, Va.

Coordinate for Stronger Contracts



"I'm one of 2,600 sanitation workers in Southern California who are in contract negotiations this year. Most of us work for big national companies, but we bargain our contracts yard by yard. That gives the companies all the leverage.

"Our local union officials side with the company. They've gone over to Hoffa — but not the members. We support Tom Leedham because he has pledged to bring members together to fight for good contracts.

Tom Leedham mobilized members to win a national agreement at Kroger. We need his leadership to win a national contract in other industries like sanitation."

—Pedro Pelayo, Local 396, USA Waste, Los Angeles

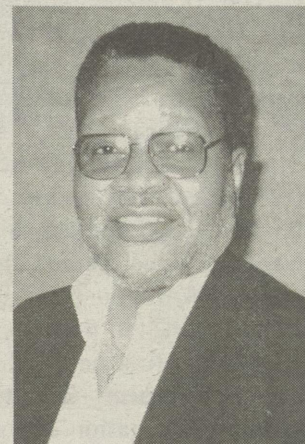
Continue the Fight Against Corruption

"I've made the complaints to the Ethical Practices Committee and Internal Review Board that helped bring the International trusteeship to Local 875 — but not before corruption drained my local and its benefit funds dry.

"The trusteeship helped remove my local's corrupt officials from power, but our union would be stronger today if the trustee had worked more closely with our local's rank and file. Thankfully, we're in a new local, and we've got a fresh start.

"Tom Leedham has promised members a strong voice on the Ethical Practices Committee and in local trusteeships. That will strengthen the fight against corruption. The Leedham slate has my vote come September.

—Bernie Mills, Local 810, Seamans Furniture, New York



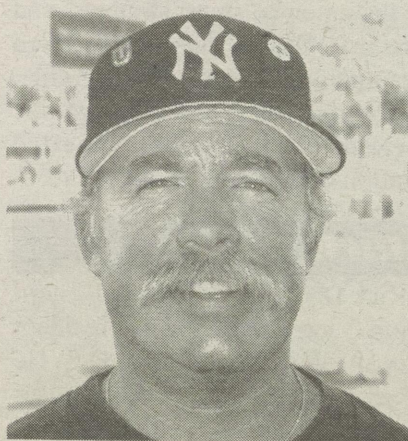
Leedham Will Fight For UPS Members



Put Leedham and Hoffa side-by-side and there's no contest. Hoffa's got hot air and a cozy relationship with UPS. Leedham's got extensive experience as an officer and a member. He's pledged to expand reforms that give members more control over our union. With Leedham, we'll use member-to-member networks to get members united to win great contracts like we did last year at UPS.

—Bill Bagley, Local 449, UPS, Buffalo, New York

Stop Writing Blank Checks to Politicians



"Here in California, we just defeated the employers and the political friends by voting down Proposition 226, a new law designed to gag unions and stop us from speaking out on issues that affect working people. We did it by organizing at the grassroots, passing out leaflets, going door-to-door, talking to people one-on-one.

"Under Tom Leedham's leadership our International union will build political clout the same way — by organizing and mobilizing the members, not by writing a blank check to politicians and political parties.

"Politicians may be with us one day, and against us another. Our union needs to keep the heat on politicians from both parties by mobilizing the members around the issues that affect us and our families."

—Bruce Blake, Local 848, Certified Grocers, Los Angeles

The Tom Leedham Rank & File Power Slate

✓ Tom Leedham

Tom Leedham, candidate for General President, began working as a warehouse worker at United Grocers in Portland, Ore., 21 years ago. He rose through the ranks as a steward and union representative before being elected secretary-treasurer of Local 206 in 1986. Leedham has served as director of the Teamsters' 400,000-member Warehouse Division for the last six years. In that position, he negotiated the first national master contract in the grocery industry at Kroger Company, the nation's largest food retailer. He has increased coordination among Teamster locals to help members win better contracts, organize new members to increase the union's bargaining clout, and gain more dignity and respect on the job.

✓ John McCormick

John McCormick, candidate for General Secretary-Treasurer, is president of 17,000-member Chicago Local 705, the largest UPS local in the union, which also represents members in freight, cartage, moving, tank haul, construction, and food service. McCormick, a 37-year Teamster, has served on the UPS national negotiating committee and the negotiating committee for the Local 705 UPS agreement. In 1995, he led a one-day strike at two UPS facilities to protest supervisors working and to prevent the shifting of driving work to part timers.

✓ Billie Davenport

Billie Davenport, candidate for At-Large Vice President, is president of 11,000-member Local 2000, the national local of Northwest Airlines flight attendants, and chairs the union's negotiating committee. Davenport, who began working as a flight attendant in 1979, served as Detroit Base Representative for Local 2000. She is the Recording Secretary of the Teamsters National Black Caucus.

✓ Diana Kilmury

Diana Kilmury, candidate for At-Large Vice President, was the first female Vice President of the Teamsters union. In the '70s, she was one of the first female heavy construction equipment operators in British Columbia, Canada. At the 1981 IBT Convention, as one of the few rank and file delegates, Kilmury challenged the old

guard leaders of the International union to establish an Ethical Practices Committee. She was elected International Vice President in 1991 and re-elected in 1996. The 1996 network television movie *Mother Trucker* documented Kilmury's role in the fight for Teamster reform.

✓ John Riojas

John Riojas, candidate for At-Large Vice President, is an International Vice President, elected in 1991 and re-elected in 1996. Prior to taking office, Riojas was a part-timer and package car driver for UPS and served as steward in San Antonio, Texas. Riojas has been a key spokesperson in the Teamsters union's fight against NAFTA.

✓ Willie Smith

Willie Smith, candidate for At-Large Vice President, is Vice President and business representative of Columbus Local 413. The 28-year Teamster freight driver, who served as steward for 25 years, won a federal court ruling upholding the right of truckers to refuse to drive when fatigued. He has appeared on national television to talk about highway safety issues.

✓ Doug Webber

Doug Webber, candidate for At-Large Vice President, is director of the International union's Auto Transport Division and a 22-year member of Detroit Local 299. Webber went to work for the carhaul division in 1993 where he helped coordinate the union's "smart strategy" and strike in 1995. He has also worked on campaigns in Spring Hill, Tenn., and Petersburg, Va., to organize drivers at QAT, a double-breasted operation of Ryder.

✓ Rick Dade

Rick Dade, candidate for Eastern Region Vice President, is president of Local 730 in Washington, D.C. He worked for 18 years as a warehouseman for Giant Food where he served as a steward. Since taking office, Dade has worked to involve members and win better contracts.

✓ Tom Gilmartin

Tom Gilmartin, candidate for Eastern Region Vice President, was

elected International Vice President from the Eastern region in 1991. Gilmartin worked as a grocery selector and steward. He was elected by the membership to serve as a business agent five terms and has served as trustee and president of Local 559 in Hartford, Conn. He is also Director of the International union's Industrial Trades Division.

✓ Eddie Kornegay

Eddie Kornegay, candidate for Eastern Region Vice President, is a Teamster member who worked his way up through the ranks to leadership in the International union. He is the elected president of Local 922 as well as the president of Joint Council 55. He was elected International Trustee in 1996.

✓ Mike McGowan

Mike McGowan, candidate for Southern Region Vice President, a 19-year Teamster, is a UPS feeder driver and steward for Memphis Local 667. In 1997, as a multi-state coordinator for the union's UPS contract campaign, he worked with locals and members in four states to help win a contract victory for Teamster members.

✓ Doug Mims

Doug Mims, candidate for Southern Region Vice President, has been a Teamster for 35 years, most of them as a road driver in the freight industry. Mims served as a union steward and as a dedicated crusader for members' rights. In 1990 Mims was a leader in the effort to bring reform to 7,000-member Atlanta Local 728, after having exposed ballot-box fraud by their old guard officials. He was elected vice president of Local 728, and a year later was elected International Vice President. Mims has worked his way up to leadership in our union, but has never left behind his rank and file roots.

✓ Bob Hasegawa

Bob Hasegawa, candidate for Western Region Vice President, started off as a UPS part-timer and rose through the ranks to become the principal officer of 6,500 member Local 174 in Seattle. In his three terms in office, Hasegawa has led successful campaigns to win better

contracts, has used quick strategic strikes to show union power, and boosted membership in the local with strategic member-to-member organizing.

✓ Ken Mee

Ken Mee, candidate for Western Region Vice President, was elected International Vice President in 1991 and re-elected in 1996. Mee began work as an auto hauler as a driver for Insured Transporters 27 years ago. Prior to his election to International office, he worked for Pacific Motor Transport. He is a member of Local 287 in San Jose, Calif.

✓ Maria Martinez

Maria Martinez, candidate for Western Region Vice President, has worked for 10 years as a rank and file Teamster at Iowa Beef Processors in Pasco, Wash. She currently represents 1,200 members as the first elected chief shop steward in the history of Local 556.

✓ Dave Eckstein

Dave Eckstein, candidate for International Trustee, is director of the International's Field Services Department, which involves members in efforts to win good contracts and laws. He led the field organization for the UPS contract campaign and strike last year and for the successful campaigns to defeat NAFTA "fast track" and block the NAFTA trucking provisions. Eckstein is a 19-year Teamster who began as a warehouseman for Kroger before serving as principal officer of Cincinnati Local 661, an organizer, and International representative.

✓ Kim Shanahan

Kim Shanahan, Candidate for International Trustee, is a rank and file member of Local 856 in San Francisco. She has worked for National Car Rental for 14 years and been a steward there for eight years. She was an elected delegate to the Teamsters 1996 convention. Shanahan is a trustee on the San Mateo County Labor Council and is a county commissioner on the status of women. Prior to working at National, she was a flight attendant for Western Airlines.

IBP Workers Sue for Millions in Unpaid Wages

Where's the Beef?

Imagine going to work everyday in an unsafe slaughterhouse for less than \$10 an hour. Now imagine your employer shorting your paycheck every week.

Workers at Iowa Beef Processing in Pasco, Wash., don't have to imagine it. They live it, but it's payback time at Iowa Beef.

TDU members at IBP, led by Leedham Slate Vice Presidential Candidate Maria Martinez, are filing a class action lawsuit demanding that the meatpacking giant pay millions of dollars in unpaid wages.

According to the suit, employees work about an hour each day off the clock. They work off-the-clock 20 to 30 minutes every morning collecting and putting on safety equipment and sharpening knives. They miss ten minutes of a 30-minute unpaid lunch break cleaning and getting into and out of the safety equipment. At the end of the paid day, the lines do not stop on time and workers are not paid for the time it takes to clean and store their tools and safety equipment.

The employees seek three years

back pay and double damages under state and federal law. Altogether, millions are at stake.

This isn't the first time that IBP management has been caught with their hands in workers' wallets. The company has lost multiple lawsuits on the issue, and has fought the Department of Labor since 1988 to win the right to rip off its employees.

Last November, the federal Court of Appeals ruled, again, that IBP was violating the law, but the company kept right on underpaying its employees.

In April, the Department of Labor filed another lawsuit in Kansas City because the company had refused to change its illegal practices.

The Pasco workers are being represented by David Mark, a Seattle-based lawyer who won multi-million dollar suits against UPS and Taco Bell for wage and hour violations. The May issue of *Convoy Dispatch* featured an article by Mark, "Off-the-Clock Work: What to Do About It."

Mark can be reached through TDU or by e-mail at dmark@halcvon.com.



Maria Martinez
Vice Presidential Candidate
Western Region

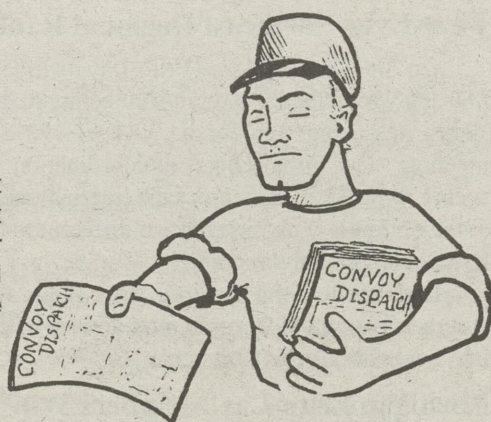
For years, IBP has taken money from our pockets while our local officials looked the other way. Now the members are taking matters into our own hands. We're filing a class action lawsuit to win back the millions that the company has taken from us.

Management only looks out for themselves and the company bottom line. That's why we need leaders who will look out for us, and organize the members to fight corporate greed.

That's the kind of union leader that Tom Leedham is, and I'm proud to be a member of his Rank & File Power Slate.

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New England Teamsters Gear up to Defeat Hoffa

Teamster members from Connecticut, Massachusetts, Rhode Island and Vermont met to set campaign strategy and gear up the Tom Leedham Rank & File Power Campaign in New England.

"What does it tell members when UPS, the largest Teamster employer, is caught giving money to the Hoffa campaign — twice?" International Vice President Tom Gilmartin asked the crowd. "Hoffa's about building unity with the employers; the Leedham Slate will build membership unity to win better contracts."

Want to hold a campaign meeting in your area? Contact the Leedham Campaign.

One Down, One to Go for VP Candidate Maria Martinez

The last issue of *Convoy Dispatch* reported that Local 556 members from IBP voted 257-0 to change their local union bylaws to provide for the election of all stewards and chief shop stewards.

Members pushed for the change when Local 556 Secretary-Treasurer and Hoffa-backer John Carter ignored a petition signed by 500 members calling for the removal of the chief shop steward.

In the election following the bylaws change, Maria Martinez trounced two opponents 547-84-48 to become the first democratically elected chief shop steward at the IBP plant in Pasco.

This fall, Teamster members across the west will have the chance to sweep Maria into office as an International Vice President for the Western Region as part of the Leedham slate.

Educational Conferences Build Teamster Power from the Bottom Up

From the shop floor to the union hall to the picket line: a strong union starts with an active, informed membership.

New England Teamsters gathered in Worcester, Mass., to talk about Building Teamster Power From the Bottom Up, the theme of the TDU New England Regional Conference.

Fifty-five members participated in three morning workshops:

- **Enforcing the UPS Contract** looked at how members can organize on the shop floor to win the minimum of 2,000 new full-time jobs that UPS owes the Teamster rank and file and other provisions of the new agreement.
- **Putting Teeth in the Grievance Procedure** used an interactive video produced by the International union to show how members can build unity

and prepare their grievances to boost their chance of solving workplace problems.

- **Your Legal Rights on the Job and in the Union** featured a labor attorney who used a game show format (Non-trivial Pursuit) to bring home lessons about members' rights.

"As a steward, I'm always looking for a way to make the union stronger. The grievance procedure workshop showed me how to get other people involved in solving problems," said Local 559 member George Cooke. "The conference was great. I'd go to another one this weekend."

The educational workshops were sponsored by TRF—TDU's educational and legal defense arm—as part of the TRF Membership Participation and Democracy Project.

But Job Not Done

Dean Foods Workers Win Better Wages

When the members of Local 754 who work at the Pectonica, Ill., Dean Foods plant unanimously rejected a company contract offer riddled with concessions and meager wage increases they found they had a lot more questions than answers. First and foremost was "what next?"

More bargaining, but also more uncertainty. That's when active members at Dean Foods (divided into three separate contracts!) contacted TDU to get advice on taking the next steps and getting on the offensive by building a contract campaign.

They discussed ways to build on their momentum and use that energy to push for the union's key demands. At the same time they had to fight off company scare tactics including rumors that a second No vote was a vote to strike. With the help of TDU this rumor was stopped when members gave coworkers the facts and explained that a strike was an option, not a requirement, and that the workers could decide when the best time was to use that weapon.

They then circulated a petition outlining six key demands and got it signed by a

majority of the workers. The company barely moved at the table, and the second offer was rejected 120-14. The members immediately presented their petition to the local executive board and the union gave the company 30 days to come up with a better offer.

Soon after, a contract workshop was scheduled where members discussed how they would create a communications network to reach out and speak to each coworker one on one about the key issues they had agreed were important.

That same afternoon, workers were set to vote a third offer. The vote was pushed through quickly with critics of the proposal not permitted to speak before the vote was taken. The contract passed 96-46 and includes sizable wage increases of 75 cents an hour each year of the three year agreement. This was matched in the two other contracts covering other Dean Foods plants. The workers also staved off company attempts to take away paid sick days.

While they did not win on all of

their demands, the contract and the campaign around it is giving members new confidence in the collective bargaining process. Preparations for the next contract battle begin now. By filing grievances and taking on the problems they face in their plant, the members will be ready to fight for the respect they deserve.

With help from TDU early in the

game members can build a member-to-member network and launch a local-wide contract campaign among members under all three contracts to increase the union's clout.

If your contract negotiations are approaching soon contact TDU so we can help you and your co-workers prepare a contract campaign to give yourselves the best chance to bring home a victory.

New Director, New Leadership

Nashville Carhaulers Strike to Defend Contract

Carhaulers at Allied in Nashville Local 327 walked off the job for one day on June 4 to protect our contract. It appears that along with the new Director we have in the Auto Transport Division, we have a new policy: winning!

A week after the strike, the Teamsters Union won in court, successfully ending a restraining order the company had obtained against the strike. That meant the union was free to resume striking, so Allied quickly agreed to pay the negotiated rate and all back pay, and then bargain for a lasting agreement.

The issue: former Commercial Carriers drivers had a negotiated rider, and Allied decided to ignore it, shorting Teamsters' pay. That same issue is

relevant at Jacksonville, Memphis, and certain other Allied facilities.

This was a victory for the affected Teamsters in Local 327, and for all carhaulers. Under the previous carhaul director, this issue would have likely dragged out forever without the union taking action. But no more.

Doug Webber told us, "When we can take strong action to enforce the contract, we're going to do it. Allied has to live by what they signed."

Webber is running for International Vice President on the Tom Leedham "Rank and File Power" Slate. Judging from his leadership on this issue, he seems to doing more than talking about rank and file power.

Frito-Lay Teamsters: vote for the Tom Leedham slate. Candidates on the other slates have responded to our attempts at national coordination with derision, stonewalling and outright contempt. Despite this, we have won some initial steps toward greater unity and strength.

This election is all-important for Frito-Lay workers. Under Hoffa or the others we can forget about making further progress at Frito-Lay. They were the ones who got us into this mess in the first place by failing to organize and failing to build toward national contracts.

Leedham has spearheaded the national contract effort at Kroger. He has championed the use of member-to-member organizing to win good contracts in the food warehousing industry. He is committed to regional and national coordination for Frito-Lay Teamsters. All Frito-Lay members should support and vote for the Tom Leedham Slate.

Gary Walker
Local 493, Uncasville, CT
Driver and Steward, Frito Lay Transport

Frito-Lay News from Up and Down the Street

First-Ever Northeast Regional Rank and File Meeting a Success.

On June 20, two dozen Frito-Lay members from four different locals (64, 493, 686 and 966) attended a regional meeting to discuss contract and organizing issues. "This was a big step for us," Local 493 Steward Gary Walker said after the meeting. "Our initial efforts at coordination were met with derision. Now we are seeing some positive steps by the International. But we've got to have coordination at the bottom—with members of different locals—as well as at the top. This was a terrific step in that direction."

Discussed at the meeting were plans for the next round of New England contracts (March 1999) and unity actions with New York/New Jersey locals going into negotiations this summer.

Michigan Frito-Lay Members Win Vacation Pay Grievance.

In 1996 four members of Michigan Local 337 filed a grievance challenging Frito's method of calculating vacation pay. They argued that "average weekly earnings" should include earnings maintenance (EM) payments. Frito disagreed and the grievances went to arbitration. On April 22 the arbitrator issued a ruling in favor of the grievants, stating that "EM was a special one-time lump-sum payment. But its object was to provide earnings continuity, to serve as a bridge to minimize disruptions in earnings due to the new route structure ... it deserves to be included in an 'average weekly earnings' calculation."

New York Local 966 Frito-Lay Members Win Settlement on Bonus Pay; Challenge Route Revision Issues.

In the 1995-1998 contracts with members in several New York/New Jersey locals, Frito had a little surprise for recently hired (during the contract bargaining period) route sales drivers—they would be excluded from getting the \$1,500 lump-sum yearly bonus. Frito cited unclear contract language.

Local 966 members in Queens and Long Island filed grievances and pushed them to arbitration. As a result, Frito settled by agreeing to pay the excluded group a bonus.

More recently, Local 966 members filed grievances challenging numerous problems with route revisions, including that Frito cut routes in excess of contract limits and pressured members into extra-contractual route changes.

Connecticut Local 493 Takes on Transport Issues.

Transport drivers from Local 493 in Connecticut are tackling several critical issues. One grievance going to arbitration challenges Frito's shipping military loads abroad by common carrier while union drivers are sitting idle. This is not a small issue—some 140 loads were involved over the last five months. Another issue involves interlining with drivers from nonunion centers. "We are fine with the concept," one driver told CD, "but we want it done fairly, load for load, so our drivers are not losing work they should have."

Check Out the Frito-Lay Network Web Site.

Frito-Lay workers have a new tool for keeping in touch with each other. The Frito-Lay Network is on the Wide World Web. The web site is a great way to get new people involved. Check us out at www.igc.org/tdu/fritolay, and pass the information on to your co-workers.

LETTERS FROM OUR MEMBERS

Metz-Hogan?

Rumor here in Chicago is that John Metz wants to run for Teamster President. That's funny, we thought that he was an agent for Hoffa all along.

For two years Metz has been the trustee in charge of our Local 714, the long-time family business of the Hogan clan. Metz has done just about everything he could to derail reform efforts. He fired two different assistant trustees for helping to reform the local. He kept a corrupt chief steward in place who continues to steer lucrative convention center jobs to Hogan family friends. When confronted with this problem he appointed a committee of hardcore Hogan backers to look into it!

Does this sound like reform?

He also promoted two of Hogan's old Business Agents Geno Rodriguez and Joe Martucci. When it came time for our local election, Metz's crowd put up Bobby Hogan, son of Billy Hogan Jr. and grandson of Billy Hogan Sr., as their candidate for president.

Metz is promoting the exact same corrupt Hogan family to take our local back. He's fought every rank and file reform here in our local.

Metz for Teamster president? He's just another multiple-salary, old-guard phony, and doesn't even have the Hoffa name.

Ron Meko
Trade Show Employee, Local 714
Chicago

Time to Get Campaign in Gear

Now that we have an election schedule, it's time to get the campaign in gear.

Rank and file involvement is the key to success in the future. We saw what rank and file involvement did during the UPS contract campaign and strike.

We have had rank and file representation on some of our national negotiating teams. When the workers were at the bargaining table, the employer had to face the facts from someone who does the work. This made it very difficult for employers to get away with lies about how certain jobs were performed or how much say employees had on the job.

Leedham is proposing putting rank and file members on grievance panels. This would be a great change. Members would get to see first hand how our system works (and doesn't work).

Leedham's idea to put rank and file members on committees to watch over health and welfare and pension funds would put heat on some of the current trustees who don't seem to have the members' needs foremost on their minds.

Leedham proposes to involve members. Hoffa proposes a leader who

will strike fear in the hearts of employers. However, employers don't fear an individual, they fear an active, involved membership. Employers can buy a single leader, but to buy the entire membership employers have to give them a good contract. Isn't that what we want from an employer? Support the man with a plan—Tom Leedham.

Steve Baudo
Local 344, UPS
Milwaukee

Rank & File Power Needed in So. Cal. Grocery

The agreements that cover Teamsters in the Southern California grocery industry expire Sept. 13, 1998. Members face a number of serious issues in these negotiations that will shape the future of the industry. The companies' attempts at subcontracting, outsourcing and obtaining substandard agreements threaten the future job security of all of us. We also must improve the grievance and arbitration procedure, pension plan and part-time agreements in order to maintain integrity in our contracts. Other areas that also need significant consideration are production standards, health and welfare benefits and side letter agreements.

In order to achieve improvements we need to have strong organization and smart strategies. Strong organization can be achieved through rank and file participation, and working with elected leadership in a member-to-member network. The traditional method of negotiating our contract should change. Rank and filers deserve the right to sit at the bargaining table. We also should be able to formulate the proposals and view

TDU Meets

BALTIMORE/WASHINGTON, D.C. TDU REGIONAL CONFERENCE

Sunday, June 28—9 a.m. to 2 p.m.
Prince George's Community College
Largo, Md.
Call (718) 624-7746 for more information

CLEVELAND

Monday, July 20—7 p.m.
My Place Family Restaurant
5175 Brecksville Rd., Richfield, Ohio
Call (216) 581-7775 for more information

NORTHERN CALIFORNIA

Third Sat. every other month—10 a.m.
Recreation Room
22012 Sevilla Rd., Hayward, Calif.
Call (707) 426-5310 for more information

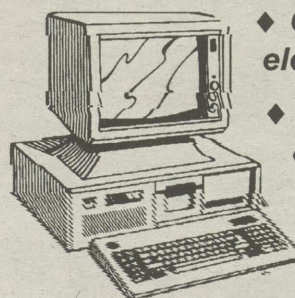
SOUTHERN CALIFORNIA

First Sun. every month—10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
Call (562) 694-5831 or (760) 951-4949 for more information

WISCONSIN

First Sat. every month—10:30 a.m.
Ray's Layton Heights
4453 South 13th St., Milwaukee
Call (414) 327-1489 for more information

Check Out the TDU Web Page



◆ Get up-to-date information on the rerun election.

◆ Find news on the Tom Leedham Rank & File Power campaign.

◆ Download leaflets and other materials, or order materials from TDU.

◆ Get news on issues that affect UPS and freight Teamsters.

◆ Find out how you can get involved in the fight to reform our union.

For all this and more, go to the TDU web page on the internet at:
<http://www.igc.org/tdu/>

TDU also maintains a web site for Frito-Lay members at:
<http://www.igc.org/tdu/frito-lay>

You can contact TDU by e-mail at: tdudetroit@igc.org

what is presented to management. Teamsters in the grocery industry need to realize the gains that can be won through rank and file participation. Rank and file power is the way to achieve our goals and reach our objective of obtaining a quality contract.

Frank W. Halstead
Local 572, Ralphs Grocery Co.
Compton, Calif.

TDU Helps Member Fight Dues Increase

In March, members of Vacaville, Calif., Local 857 were asked to vote on a dues increase to three times our hourly rate of pay. A letter mailed with the ballot said the increase was needed to maintain services to members.

Previous votes on assessments have always passed by a wide margin, making some members question the integrity of the process. I asked to be on the election committee and was accepted.

The assessment passed 1,015 to 551.

I was suspicious of the fact that many of the envelopes had the same stamp and postmark on them.

I heard about a meeting of TDU and went to see if they could help. At the meeting I met TDU members from Northern California. They helped me file a complaint with the Teamsters Ethical Practices Committee.

According to our local bylaws, any increase in our dues must be voted on by secret ballot at a membership meeting, with reasonable notice given to the members. The dues increase was not raised at our local membership meeting, and the mail vote was conducted between meetings.

The EPC has put a hold on our local dues increase pending an investigation. Thanks to what I've learned from TDU, I am talking to other members in my local, keeping them informed and encouraging them to get active in our union. It is only an active membership that can strengthen and unify our union.

Arthur Lindsey
Local 857, Home Foods Inc.
Vacaville, Calif.

Don't Miss the Action

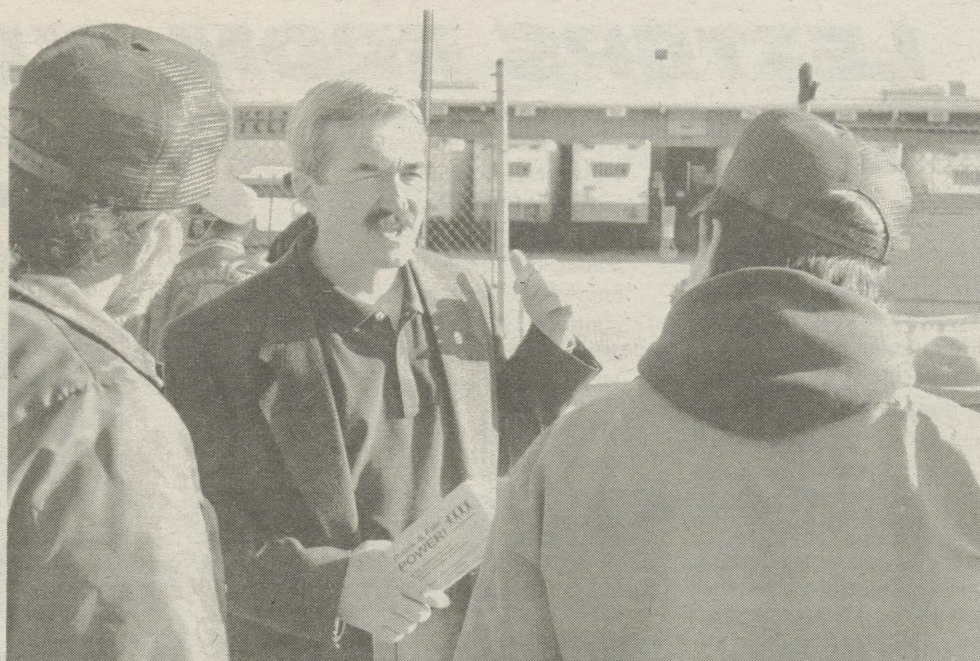
TDU Convention Nov. 6-8, Milwaukee

Join the best Teamster activists in the country for educational workshops, meetings by company and jurisdiction, planning for our future and the best solidarity you'll ever find. Plan now to attend the TDU Convention this fall!

For more information, call us at (313) 842-2600 or visit our website at www.igc.org/tdu/

Tom Leedham Guarantees...

'The First 10 Reforms I'll Make As Teamsters General President'



Ask Hoffa Jr. To Take The Same Pledge

- 1** Fight for better contracts using rank and file power and community support like we did in the UPS strike last year.
- 2** Rank and file members on all national negotiating committees and grievance panels, together with our best, experienced leaders.
- 3** Rank and file committees to watchdog Teamster pension and health funds, with help from experienced financial analysts.
- 4** Stop handing over money to politicians. Instead, use rallies, phone banks, mailings, and other rank and file action to put heat on *all* public officials on issues working families care about.
- 5** Build Teamsters' bargaining power by helping nonunion workers organize, using rank and file volunteer-organizing committees along with experienced union staff.
- 6** Fight corruption by strengthening rank and file democracy. Increase rank and file participation in the Teamsters Ethical Practices Committee and in temporary trusteeships.
- 7** Guarantee members' right to know and to speak out. Provide union education programs to rank and file members, as well as officers and stewards. Continue the *Teamster* magazine's "Speaking Out" section and other forums for debate and dissent.
- 8** Bring officers' salaries in line with working Teamsters. No multiple salaries from locals or joint councils for anyone hired by the International union.
- 9** Strengthen the Teamsters Human Rights Commission to fight discrimination and involve *all* Teamsters in building a strong union.
- 10** No increase in dues by the International Union without a membership vote.

The Tom Leedham Slate
Rank & File Power

P.O. Box 15877, Washington, D.C. 20003 (202) 547-5810